

**Administrator’s Name:** Mrs. Leader **School/Position:** Rural Elementary Principal

**Date:** 09/10/2015

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| **Components** | **Administrator Responses** |
| ***Student Learning Objective (SLO)*** | 1. **State your measurable student academic SLO.**   (1) Increase the PSSA Mathematics score of last year’s 4th grade (this year’s 5th grade) students from 44% Proficient/Advanced to 50% Proficient/Advanced, *and*  (2) Decrease the % of students who performed at the Below Basic level from 22% to 20%, *and*  (3) Increase the % of students who performed at the Advanced from 12.5% to 15%. |
| ***Data and Evidence*** | 1. **Describe the data and evidence used to create and measure your SLO.**   I used the raw PSSA data that was released in the summer of 2015. |
| ***Student Population*** | 1. **Identify the student population(s) selected for this SLO.**   Current 5th grade class (approximately 34 students – full academic year only). Students moving in or out during the school year will not be included. |
| ***Action Plan and Timeframe*** | 1. **Describe the action plan and timeframe in reference to implementation, analysis of data, and reporting for this SLO.**   Timeframe- the entire 2015-2016 school year.  (1.) PSSA data received and reviewed by administrator (July 2015)  (2.) PSSA data shared with teachers and students grouped (August 2015)  (3.) Monthly data meetings where students are identified as being Above level, on level, and below level—discussions on strategies to improve performance. (Monthly for 2015/2016 school year)  (4.) Frequent walk-throughs in the two 5th grade math classes with constructive feedback provided in a walk through dialogue that is shared with teachers on Google Docs. (Continuous throughout 2015/2016 school year).  (5.) Tutoring groups created based on former PSSA scores. Tutoring will happen once per week. (Continuous throughout the 2015/2016 school year).  (6.) Students with IEPs included in the regular education curriculum (Continuous throughout the 2015/2016 school year; also new to the district this year).  (7.) New Common Core aligned Mathematics series implemented. (Continuous throughout the 2015/2016 school year). |
| ***Performance Indicators*** | 1. **Describe the expected results for students included in this SLO.**   PI #1)  It is expected that 5th grade class as a whole increase their percentage of proficient/advanced from 44% to 50%.  PI #2)  Additionally, I hope to get the percentage of students who were considered Below Basic to decrease from 22% to 20%.  PI #3)  Finally, I would like the percentage of students who were considered Advanced to increase from 12.5% to 15% |
| ***Performance Level Measures*** | 1. **Describe the performance measures to be used to determine student progress.**   Formative assessments will be PSSA benchmark assessments given throughout the school year from the Math series “MY Math” as well as quizzes taken on Study Island. These results will be discussed at monthly data meetings.  Summative assessments will be scores received from the 2016 Spring Mathematics PSSAs. These scores should be received in the summer of 2016. |
| ***Principal Expectations*** | 1. **Describe what criteria will be used to determine the levels of Distinguished, Proficient, Needs Improvement, and Failing.**   *PI #1) % Proficient/Advance increase by 6% to meet 50% target (weighted @ 50%)*  50% of 34 students = 17 students  (16+ students advanced/proficient) = 3 points  (13-15 students advanced/proficient) = 2 points  (11-12 students advanced/ proficient) = 1 point  (<11 students advanced/proficient) = 0 points  *PI #2) % Below Basic decrease by 2% to meet 20% target (weighted @ 25%)*  20% of 34 students = 6 students  (5 or less students below basic) = 3 points  (6-7 students below basic) = 2 points  (8-9 students below basic) = 1 point  (10+ students below basic) = 0 points  *PI #3) % of Advanced increase by 2.5% to meet 15% target (weighted @ 25%)*  15% of 34 students = 5 students  (6+ students Advanced) = 3 points  (4-5 students Advanced) = 2 points  (2-3 students Advanced) = 1 point  (0-1 students Advanced) = 0 points  Final Rating: (PI#1\*.50) + (PI#2\*.25) + (PI#3\*.25)  Distinguished: 3.0 - 2.5  Proficient: 2.49 - 1.5  Needs Improvement: 1.49 - 0.50  Failing: 0.49 - 0 |
| ***Framework for Leadership*** | 1. **Describe your leadership role in facilitating the attainment of this SLO by referencing appropriate components within the four Domains of the Framework for Leadership.**   My goal in this SLO is reflected in several of the components of the Framework for Leadership:  **1a Creates an Organizational Vision, Mission, and Strategic Goals**: In creating this SLO I am showing that I have a vision for improving student success and can set strategic and attainable goals. This vision and goal is driving my decision making.  **1b. Uses Data for Informed Decision Making**: I am analyzing and using data to drive decision making and to evaluate progress towards my vision/goals to improve student achievement.  **1d. Leads Change Effort for Continuous Improvement**: Several steps of the action plan of this SLO show me leading significant change. One being leading the staff in adopting a new math series that is Common Core Aligned. A second being the massive shift towards inclusion that is happening in our 5th and 6th grade math and language arts. Both of these change efforts are believed to be capable of producing significant improvement in student achievement.  **3a. Leads School Improvement Initiatives**: I believe this goes hand in hand with the above component (See 1d.)  **3c. Implements High Quality Instruction**: The part of my action plan to have continuous walk throughs with high quality feedback to the 5th grade math teachers shows my dedication to ensuring students are receiving high quality instruction. |
| ***Administrator Reflection***  To be completed by the administrator being evaluated. |  |

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| **Activity** | **Supervising Administrator’s Comments / Signature** | **Principal/School Leader’s Comments / Signature** |
| ***Initial Conference*** | **Comments:**  **Signature: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_**  **Date: \_\_\_\_\_\_\_\_\_** | **Comments:**  **Signature: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_**  **Date: \_\_\_\_\_\_\_\_\_** |
| ***SLO Approved*** | **Signature: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_**  **Date: \_\_\_\_\_\_\_\_\_** | **Signature: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_**  **Date: \_\_\_\_\_\_\_\_\_** |
| ***Mid-Year Review*** | **Comments:**  **Signature: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_**  **Date: \_\_\_\_\_\_\_\_\_** | **Comments:**  **Signature: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_**  **Date: \_\_\_\_\_\_\_\_\_** |
| ***End of Year Review*** | **Comments:**  **Signature: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_**  **Date: \_\_\_\_\_\_\_\_\_** | **Comments:**  **Signature: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_**  **Date: \_\_\_\_\_\_\_\_\_** |
| ***Final Rating & Score (0 – 3)*** | **3 – Distinguished**  **2 – Proficient**  **1 – Needs Improvement**  **0 – Failing**  **Criteria for each level will be agreed upon by both the supervising administrator and the principal/school leader during the initial conference.** | |